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## WORKS DEPARTMENT

### NOTIFICATION

The 9th December 2005

No. 23845-FE-III-E-43/2004-W.—In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, the Governor of Orissa is pleased to make the following rules for regulating the method of recruitment and conditions of service of persons appointed to different posts of the Orissa Subordinate Electrical Workers Service under the administrative control of Works Department, namely :—

1. Short title and commencement—(1) These rules may be called the Orissa Subordinate Electrical Workers Service (Method of Recruitment and conditions of Service of Electrical Works working under the administrative control of Works Department) Rules, 2005.

(2) They shall come into force on the date of their publication in the *Orissa Gazette*.

2. Definition—(1) In these rules, unless the context otherwise requires—

- (a) “Circle” means the Electrical (Roads and Building) Circle, Bhubaneswar;
- (b) “Departmental Promotion Committee” means Committee constituted under Rule 6;
- (c) “Division” means General Electrical Divisions under Electrical (Roads and Building) Circle, Bhubaneswar;
- (d) “Electrical Worker” means Subordinate Technical Personnel of four different units like Electrical Installation/Air Conditioning and Refrigeration/Lift Operation and Public Address System Units appointed and working under the General Electrical Divisions (G.E.D.) as well as Electrical (Roads and Building) Circle, Bhubaneswar as listed in Schedule-I;
- (e) “Government” means the Government of Orissa in the Works Department;
- (f) “Heads of Department” means office of the Engineer-in-Chief (Civil), Orissa;
- (g) “Scheduled Caste & Scheduled Tribe” means such castes and tribes as notified by the President of India under Articles 341 and 342 of the Constitution of India;

- (h) "S.E.B.C." means Socially and Educationally Backward Classes of Citizen other than the Scheduled Castes and Scheduled Tribes as may be specified by the State Government from time to time;
- (i) "Service" means the Service of the Subordinate Electrical Workers in General Electrical Divisions and Electrical (Roads and Building) Circle, Bhubaneswar under Works Department, Government of Orissa; and
- (j) "Physically Handicapped" refers to a person who may be issued with an identity card as physically handicapped by the District Social Welfare Officer of Women & Child Development Department;
- (k) "Sportsperson" refers to a person who holds the identity card as sports person issued by Government from time to time;
- (l) "Ex-serviceman" refers to persons as provided in Orissa Ex-serviceman Rules, 1985;
- (m) "Year" means a Calendar Year.

(2) All other words and expressions which have been used but not specifically defined in these rules shall have same meaning as respectively assigned to them in the Orissa Service Code.

**3. Composition of Service**—(1) The Service shall comprise of the posts specified in Scheduled-I under the following four Units, namely:—

- (a) Electrical Installation Unit;
- (b) Air Conditioning and Refrigeration Unit;
- (c) Lift Operation Unit; and
- (d) Public Address System Unit.

- (2) The number of posts, both permanent and temporary and their pay scale shall be as may be decided by Government from time to time.
- (3) The Electrical Workers immediately working under different Units shall continue to work under the same Unit they are working against the sanctioned post only.
- (4) Length of service under a particular Unit shall be the criteria for inclusion/retention of a worker under particular Unit.

**4. Nature of work done by different units of workers**—(a) Workers of the Electrical Installation Unit shall perform their duty relating to Electrical Installation of various Government buildings, both residential and non-residential including the installation, maintenance and repair of domestic appliances, fans and fittings, light (including gate and street light) up to 650 volt, Low Tension overhead line, internal wiring, motor winding, painting, maintenance of generator sets and pump sets etc. and ancillary work as may be specified by Government from time to time.

(b) Air Conditioning and Refrigeration Unit shall perform the duty relating to installation, maintenance and repair of Window type Air Conditioning Machine, Split type, Package unit and Air Conditioning Plant, Refrigerator of different types and Geyser, Water Cooler, Electrical Water Purifier, Air Cooler of both residential and non-residential Government buildings and ancillary work as may be specified by Government from time to time.

(c) Lift Operation Unit shall perform the duty relating to installation, operation, maintenance and repair of passenger lifts, Bed-cum-Passenger lifts of different capacity installed in various Government buildings and ancillary work as may be specified by Government from time to time.

(d) Public Address System Unit shall perform the duty relating to installation, maintenance and repair of various types of sound equipments/microphones of different capacity installed in Government buildings and ancillary works as may be specified by Government from time to time.

Explanation—The above work specifications are only illustrative but no exhaustive.

**5. Method of Recruitment**—The recruitment to the Service shall be made—

- (a) By direct recruitment; and
- (b) By promotion of electrical workers in the manner specified in Schedule-II :

Provided that Nominal Muster Roll (NMR)/Daily Labour Return (DLR) workers engaged and continuing in General Electrical Divisions shall as far as possible, be absorbed in suitable post under different Units as per provisions contained under Finance Department Resolution No. 22764, dated the 15th May 1997.

**6. Departmental Promotion Committee**—(1) There shall be a Departmental Promotion Committee to consider the suitability of eligible candidates for appointment to the service by way of promotion.

(2) The Committee shall consist of the following:—

(i) Superintending Engineer Electrical (Roads & Building) Circle, Bhubaneswar.	.. Chairman
(ii) Two of the Senior-most Executive Engineers of General Electrical Divisions.	.. Member
(iii) Assistant to Chief Electrical Inspector (in the rank of Executive Engineer), Office of the Chief Electrical Inspector, Orissa, Bhubaneswar.	.. Member
(iv) An Executive Engineer from the Office of the Engineer-in-Chief (Civil).	.. Member
(v) P.A. to Superintending Engineer, Electrical (Roads & Building) Circle, Bhubaneswar.	.. Membr-Convenor

(3) The select list prepared by the Committee, unless the Government otherwise decides, shall remain in force for a period of one year from the date of its approval by the Chairman of Departmental Promotion Committee.

(4) Mere inclusion of the name of a candidate in the select list shall not confer any right to appointment.

(5) While considering the suitability of eligible candidates for promotion to next higher grade, the Departmental Promotion Committee shall follow the provisions contained in the Orissa Civil Services (Zone of Consideration for Promotion) Rules, 1988, the Orissa Reservation of vacancies in Posts and Services (for Scheduled Castes and Scheduled Tribes) Act, 1975 and rules framed there under, the Orissa Services Criteria for Promotion Rules, 1992 (Orissa Civil Services Criteria for Selection for appointment including promotion) Rules, 2003.

**7. Direct Recruitment**—(1) A candidate for direct recruitment must satisfy the following conditions, namely :—

- (a) He shall be a citizen of India;
- (b) He shall possess requisite qualifications prescribed for the post in Schedule-II for direct recruits;
- (c) He shall not be less than 18 years and more than 32 years of age in the first day of January of the year in which recruitment is made :

Provided that the maximum age-limit shall be relaxable by five years in case of Scheduled Castes and Scheduled Tribes candidates, ten years in case of physically handicapped candidates and to such extent as provided in Orissa Ex-serviceman (Recruitment to State Civil Services and Posts) Rules, 1985 in respect of Ex-serviceman and to such extent in case of Nominal Muster Roll (NMR)/Daily Labour Return (DLR) workers as prescribed under Finance Department Resolution No. 22764, dated the 15th may 1997.

- (d) He shall be of good character;
- (e) He shall be of sound health, good physique and active habits;
- (f) He shall be free from organic defects and bodily infirmity;

Note : This provision shall not be applicable in case of physically handicapped candidates;

(g) He must have passed Middle School Examination with Oriya as a language subject or have passed a test in Oriya in Middle School Standard conducted by the Education Department.

- (2) No person who has more than one spouse living shall be eligible for consideration.
- (3) The decision of Superintending Engineer, Electrical (Roads & Building) Circle, Bhubaneswar as to the eligibility or otherwise of a candidate shall be final.

**8. Probation**—(1) All persons appointed to post in the service shall be on probation for a period of two years in case of direct recruitment and one year in case of promotion which shall be counted from the joining of the post :

Provided that the period of probation shall not include the following :—

- (a) Extraordinary leave
- (b) Period of unauthorised leave
- (c) Any other period held to be not being on actual duty.
- (2) The appointing authority may extend the period of probation or terminate the services of a person (in case of direct recruitment) or revert a person to the previous post (in case of promotee) during or at the end of period of probation, if the work and conduct of such person is not found satisfactory.

**9. Confirmation**—After successful completion of probation, a person shall be confirmed in the post subject to availability of a permanent post.

**10. Reservation of vacancies**—There shall be reservation of vacancies for candidates—

- (a) Belonging to Scheduled Castes and Scheduled Tribes in accordance with the provisions of the Orissa Reservation of Vacancies in Post and Services (For Scheduled Castes and Scheduled Tribes) Act, 1975 and the Rules made thereunder; and
- (b) Belonging to S.E.B.C., Women, Physically Handicapped, Sportsman and Ex-serviceman in accordance with Rules/Instructions issued by the State Government from time to time.

**11. Seniority**—(1) Seniority of candidates appointed to the service shall be fixed according to their position in the select list.

(2) When employees are recruited by promotion and by direct recruitment during the same year, the promoted employees shall en bloc be considered senior to the directly recruited employees irrespective of their date of joining.

**12. Relaxation**—When Government are of the opinion that it is necessary or expedient to do so in the public interest, it may, by order for reasons to be recorded in writing, relax any of the provisions of these rules in respect of any class or category of persons.

**13. Repeal and Saving**—All rules, orders and instructions issued in this regard which are in force immediately before the commencement of these rules are hereby repealed:

Provided that any thing done or any action taken or any appointment made under the provisions of the rules, orders and instructions so repealed shall be deemed to have been done or taken or made under the corresponding provisions of these rules.

**14. Interpretation**—If any question arises relating to interpretation of any of the provisions of these rules, it shall be referred to the Government for decision.

**SCHEDULE I**

[ Rule 3 (i) ]

E. I. UNIT

Sl. No.	Category/Post	Scale of pay	REMARKS
(1)	(2)	(3)	(4)
1	Foreman	5,000—8,000	
2	Electrician Gr.-I	4,500—7,000	
3	Cable Jointer	4,500—7,000	
4	Electrician Gr.-II	3,200—4,900	
5	Chargeman	3,200—4,900	
6	Wireman Gr. A	3,200—4,900	
7	Lineman Gr. A	3,200—4,900	
8	Welder	3,200—4,900	
9	Fan Mechanic	3,200—4,900	
10	Fitter-cum-Blacksmith	3,200—4,900	
11	Carpenter	3,200—4,900	
12	Wireman	2,750—4,400	
13	Lineman	2,750—4,400	
14	Winder	2,750—4,400	
15	Junior Fan Mechanic	2,750—4,400	
16	Assistant Pump Operator-cum-Driver	2,750—4,400	
17	Fan Painter	2,750—4,400	
18	Assistant Pump Driver	2,650—4,000	
19	Helper	2,550—3,200	<u>Base Level</u> Group-D

**A.C. & R. Unit**

1	A.C. Mechanic	5,000—8,000	
2	Electric Mechanic	4,500—7,000	
3	Assistant A.C. Mechanic	3,200—4,900	
4	Assistant A.C. Operator	3,200—4,900	
5	Cold Storage Operator	3,200—4,900	
6	Junior Mechanic	2,750—4,400	
7	Wireman	2,750—4,400	
8	Helper	2,550—3,200	<u>Base Level</u> Group-D

**Lift Unit**

1	Lift Mechanic	4,500—7,000	
2	Switch Board Attendant	3,200—4,900	
3	Senior Lift Operator	2,750—4,400	
4	Wireman	2,750—4,400	
5	Lift Operator	2,650—4,000	
6	Helper	2,550—3,200	<u>Base Level</u> Group-D

**PA System Unit**

1	Microphone Mechanic	4,750—7,500	
2	Meter-cum-Instrument Mechanic	3,200—4,900	
3	Wireman	2,750—4,400	
4	Helper	2,550—3,200	<u>Base Level</u> Group-D

**SCHEDULE II**  
 [ Rule 5 (b) and 7 (I) (b) ]  
 ELECTRICAL INSTALLATION UNIT

Name of the Post	Pay	Nature of work	Criteria for Appointment/Promotion	Feeder Post from which promotion is to be made
(1)	(2)	(3)	(4)	(5)
Helper Group-D Post, Base Level	2,550—3,200	To assist the worker in higher grades in E.I.Unit.	By absorption of N.M.R./D.L.R. workers in terms of Finance Department Resolution No. 22764, dated the 15th May 1997, the candidates must have minimum educational qualification of M.E. Standard. Direct recruitment shall be made after complete absorption of N.M.R./D.L.R. workers. In case of direct recruitment candidates having I.T.I. qualification in Electrician Trade shall be preferred.	
Wireman, Lineman, Winder, Junior Fan Mechanic, Assistant Pump Operator-cum-Driver and Assistant Pump Driver. (Group-C Posts)	2,750—4,400	All E.I. works having 650 Volt including repair of existing installation and work in rank of regular helper in E.I. Unit having above overhead line repair, winding and painting of Fan. Operation of different kinds of Pumps.	Workman 'C' permit from E.L.B.O. (I.T.I. in Electrician Trade having minimum educational qualification of Class-IX passed, 50% posts shall be filled up by way of promotion from the departmental candidates/N.M.R./D.L.R. having qualification with 5 years work experience as such and the balance 50% posts shall be filled up by suitable N.M.R./D.L.R. having requisite qualification with 10 years of work experience in E.I. Unit. When no suitable departmental candidates/N.M.R./D.L.R. are available the posts shall be filled up by direct recruitment of candidates having I.T.I. in Electrician Trade.	
Electrician Grade-II, Chargeman, Wireman Gr. A, Lineman Gr. A, Welder, Carpenter, Fitter-cum- Blacksmith and Fan Mechanic (Group C)	3,200—4,900	Original work along with maintenance of all type of E.I. works including street light, gate light, domestic appliances and fitting overhead line up to 650 Volt.	Workman 'C' permit from E.L.B.O./I.T.I. in Electrician Trade having experience not less than 5 years in the feeder posts. In case of E.I. works including street light, gate light, domestic appliances and fitting overhead line up to 650 Volt. suitable candidates are not available for promotion the posts shall be filled up by direct recruitment by candidates having I.T.I. in Electrician Trade with minimum educational qualification of High School Certificate Examination. Supervision of overhead lines and all other connected works as may be assigned.	Wireman, Lineman, Winder, Junior Fan Mechanic, Fan Painter.

(1)	(2)	(3)	(4)	(5)
Electrician Grade I and Cable Jointer (Group C)	4,500—7,000	Works relating to overhead line up to 11 K.V. and connected E.I.	Workman 'B' permit from E.L.B.O./I.T.I. in Electrician Trade having minimum 5 years experience in the feeder posts. In case suitable departmental candidates are not available works both original the posts shall be filled up by candidates and maintenance. having I.T.I. with Electrician Trade having mini- mum educational qualification of High School Certificate Examination.	Electrician Grade-II & Chargeman Grade 'A'
Foreman (Group C)	5,000—8,000	Supervision and maintenance of all category of E.I.	Workman 'A' permit from E.L.B.O./I.T.I. in Electrician Trade having minimum 5 years experience in the feeder posts.	Electrician Grade I and Cable Jointer

In case suitable departmental candidates are not available the posts shall be filled up by candidates having Diploma in Electrical Engineering.

#### A. C. & REFRIGERATION UNIT

Helper (A.C.) (Group D) post Base Level Post.	2,550—3,200	To assist the workers of higher grades in A.C. and No. 22764, dated the 15th May 1997. The Refrigeration Unit.	By absorption of N.M.R./D.L.R. workers in terms of Finance Department Resolution candidates must have minimum educational qualification of M.E. Standard.	Helper (A.C.)
Wireman (A.C.) Junior Mechanic (A.C.)	2,750—4,400	Operation, Maintenance and repair of A.C. Plant and various electrical appli- ances and to assist the workers of higher grade.	Workmen 'C' permit from E.L.B.O./I.T.I. in A.C. & R. having minimum educational qualification of Class-IX passed. 50% of the posts shall be filled up by way of promotion from the rank of Helper in A.C. & R. Units having above qualification with 5 years work experience and the balance 50% posts shall be filled up by suitable N.M.R./D.L.R. workers having requisite qualification with 10 years work experience in A.C. & R. Unit. When no suitable departmental candidates N.M.R./D.L.R. are available the posts shall be filled up by direct recruitment of candidates having I.T.I. in A.C. & R. Trade.	and Refrigeration)

(1)	(2)	(3)	(4)	(5)
Assistant A.C. 3,200—4,900	To assist A.C. Mechanic,	Workman 'C' permit from E.L.B.O./I.T.I. in Mechanic/Electric A.C. & R. Trade having 5 years experience in		Jr. Mechanic Wireman
Assistant A.C. Operator, Cold Storage		Mechanic in A.C. feeder posts. work and A.C.		(A.C.)
Operator.	Plant.	In case suitable departmental candidates are not available for promotion the posts shall be filled up by direct recruitment of candidate having I.T.I. in A.C. & R. with minimum educational qualification of High School Certificate Examination.		
Electric Mechanic Group 'C'	4,500—7,000	To assist A.C. Mechanic in A.C. & R. Trade having minimum 5 years experience in the feeder posts.	Workman 'B' permit from E.L.B.O./I.T.I. in A.C. Cold Storage	Operator, Assistant A.C. Mechanic and
			In case suitable departmental candidates are not available, the posts shall be filled up by candidates having I.T.I., A.C. & R. with minimum educational qualification of Matriculate.	Assistant A.C. Operator.
A.C. Mechanic	5,000—8,000	Supervision installation operation and maintenance of A.C. Machines and A.C. Plant etc.	Workman- 'A' permit from E.L.B.O./I.T.I. in A.C. & R. Trade having 5 years experience in the feeder posts.	Electric Mechanic (Gr. C)
			In case departmental candidates are not available the posts shall be filled up by direct recruitment by candidates having Diploma in A.C. & R. Engineering.	

## LIFT OPERATION UNIT

Helper (Group-D) Base Level Post	2,550—3,200	To assist all the workers of higher grades Lift Operation Unit.	By absorption of N.M.R./D.L.R. workers in terms of F.D. Resolution No. 22764, dated the 15th May 1997. The candidates must have minimum educational qualification of M.E. standard.  Direct recruitment shall be made after complete absorption of N.M.R./D.L.R. workers. In case of direct recruitment candidates having I.T.I. in Electrical Trade shall be preferred.
Lift Operator (Group-C)	2,650—4,000	Operation and maintenance of Lift.	Workman 'C' permit from E.L.B.O./I.T.I. in Electrician Trade with 5 years experience in the feeder grade in Lift Operation Unit.

(1)	(2)	(3)	(4)	(5)
Senior Lift Operator/ Wireman (Lift) (Group-C)	2,750—4,400	Operation and Maintenance of Lift.	Workman 'C' permit from E.L.B.O./I.T.I. in Electrician Trade with 5 years experience in feeder post.  In case suitable departmental candidates are not available the posts shall be filled up by direct recruitment of candidates having I.T.I. in Electrician Trade.	Lift Operator
Switch Board Attendant (Lift) (Group-C)	3,200—4,000		Workman 'C' permit from E.L.B.O./I.T.I. in Electrician Trade with 5 years experience in feeder post.  In case suitable departmental candidates are not available the posts shall be filled up by direct recruitment with candidates having I.T.I. in Electrician Trade with minimum educational qualification of High School Certificate Examination.	Senior Lift Operator, Wireman (Lift)
Lift Mechanic (Group-C)	4,500—7,000	Supervising the Operation and Maintenance of Lift.	Workman 'B' permit from E.L.B.O./I.T.I. in Electrician Trade with 5 years experience in feeder post.  In case suitable departmental candidates are not available the posts shall be filled up by candidates having I.T.I. in Electrician Trade with minimum educational qualification of High School Certification Examination.	Switch Board Attendant (Lift)

### **PUBLIC ADDRESS SYSTEM UNIT**

Helper (P.A.S.) (Group-D) Base Level Post.	2,550—3,200	To assist all the workers of Senior Grades in P.A. system.	By absorption of N.M.R./D.L.R. workers in terms of F.D. Resolution No. 22764, dated the 15th May 1997. The candidates must have minimum educational qualification of M.E. standard. Direct recruitment shall be made after complete absorption of N.M.R./D.L.R. workers. In case of direct recruitment candidates having I.T.I. in Electrical Trade shall be preferred.	Switch Board Attendant (Lift)
Wireman (P.A.S.) (Group-C)	2,750—4,000	To assist all workers of higher grades in P.A. System Unit.	Workman 'C' permit from E.L.B.O./I.T.I. in Electronics/Sound System Engineering with 5 years experience in feeder posts.  In case suitable departmental candidates are not available the posts shall be filled up by I.T.I. candidates having I.T.I. in Electronics/Sound System Engineering.	Helper

(1)	(2)	(3)	(4)	(5)
Meter-cum-Instrument Mechanic (P.A.S.).	3,200—4,900	To assist Microphone Mechanic in P.A. System Work.	Workman 'C' permit from E.L.B.O/I.T.I. in Electronics/Sound System Engineering with 5 years work experience in feeder grade.	Wireman
Microphone Mechanic.	4,750—7,500	To work in Public Address System Unit in important Govt. Buildings.	In case suitable departmental candidates are not available the post shall be filled up by I.T.I. candidates in Electronics/Sound System Engineering with 5 years experience and Workman 'C' permit from E.L.B.O.	Meter-cum-Instrument Mechanic

If no such candidates are available the feeder posts person having I.T.I. with minimum educational qualification of Matric or Diploma in Sound System Engineering or Electronics with 10 years experience and Workman 'B' licence from E.L.B.O. will be appointed through direct recruitment.

By order of the Governor

R. K. DASH

E.I.C.-cum-Secretary to Government